

## EEO PUBLIC FILE REPORT

**COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio**

EEO Public File Report Part 1

**June 1, 2016 - May 31, 2017**

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
	163173	Producer/Videographer/Editor	3/9/2016	6/13/2016	Cox Career Site	1	1
					Job Board - Indeed	2	0
					Former Employee	1	0
					Referral - Employee Referral	1	0
	166262	Digital First Sports Columnist/Reporter	4/25/2016	6/30/2016	Referral - Employee Referral	1	1
					Cox Career Site	3	0
	167770	Traffic Assistant	5/23/2016	7/5/2016	Referral - Employee Referral	2	1
					Cox Career Site	2	0
	165825	Account Executive	4/22/2016	7/15/2016	Referral - Employee Referral	2	1
					Cox Career Site	2	0
	167768	Programmatic Digital Sales Lead	6/1/2016	7/26/2016	Cox Career Site	2	1
					Job Board - Indeed	1	0
	167764	All Media Journalist I	5/23/2016	8/24/2016	Cox Career Site	2	1
					Social Network - LinkedIn	1	0
	168902	Account Executive	6/17/2016	9/22/2016	Referral - Employee Referral	2	1
					Job Board - Beyond	1	0
					Cox Career Site	1	0
	168247	Higher Education All Media Journalist I	6/3/2016	9/22/2016	Cox Career Site	3	1
					Job Board - Indeed	2	0
					Social Network - LinkedIn	2	0
					Job Board - Investigative Reporters & Editors	1	0
					Referral - Employee Referral	1	0
	1613109	Account Executive	9/7/2016	9/30/2016	Referral - Employee Referral	1	1
	167766	All Media Journalist	5/24/2016	9/30/2016	Referral - Employee Referral	2	1
					Cox Career Site	3	0
					Job Board - Indeed	3	0
					Job Board - Beyond	1	0
					Social Network - LinkedIn	1	0
					Social Network - Facebook	1	0

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	1612364	Promotions Producer	9/6/2016	10/20/2016	Job Board - Indeed	2	1
					Social Network - LinkedIn	1	0
					Referral - Employee Referral	1	0
	1612798	Marketing Events and Promotions Specialist	9/2/2016	11/11/2016			
					Job Board - Indeed	4	1
					Social Network - LinkedIn	3	0
					Cox Career Site	2	0
					Referral - Employee Referral	1	0
	167070	Reporter II CMGO	5/11/2016	11/16/2016	Job Board - CareerBuilder	1	1
					Referral - Employee Referral	1	0
	1615182	Digital Sales Manager (Local Sales)	10/25/2016	11/28/2016	Cox Career Site	1	1
	169795	Desk & Social Media/Web Editor	7/19/2016	12/7/2016	Cox Career Site	2	1
					Job Board - Indeed	1	0
					Social Network - LinkedIn	1	0
	167772	Sales Coordinator	5/24/2016	12/12/2016	Agency - Manpower	1	1
					Job Board - Indeed	3	1
					Cox Career Site	9	0
					Social Network - LinkedIn	2	0
					Referral - Employee Referral	1	0
	1614183	Advertising Operations & Training Manager	9/30/2016	12/12/2016	Cox Career Site	1	1
					Job Board - Indeed	2	0
	1615586	Promotions Producer	11/2/2016	1/18/2017	Job Board - Indeed	4	1
					Cox Career Site	2	0
					Job Board - Glassdoor	1	0
	1616705	Digital Audience Specialist	12/13/2016	2/3/2017	Referral - Employee Referral	2	1
	170196	All Meda Journalist I	1/5/2017	3/3/2017	Job Board - Indeed	1	1
					Cox Career Site	1	0
					Referral - Employee Referral	1	0

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	1615836	New Business Outside Sales Representative	11/11/2016	3/6/2017	Directly Sourced by Cox Recruiter	3	1
					Job Board - Indeed	3	0
	170148	Sales Coordinator	1/18/2017	3/27/2017	Cox Career Site	3	1
	1612703	Digital Sales Specialist I	8/29/2016	5/1/2017	Referral - Employee Referral	3	1
					Directly Sourced by a Cox Recuirter	4	0
					Social Network - LinkedIn	4	0
					Job Board - Indeed	3	0
					Cox Career Site	3	0
	170324	Videographer	1/11/2017	5/30/2017	Referral - Employee Referral	1	1
					Job Board - Indeed	4	0
					Cox Career Site	2	0
	173376	Reporter II	2/17/2017	5/31/2017	Cox Career Site	5	1
					Job Board - Indeed	2	0
						<b>140</b>	<b>26</b>

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1	<b>American National University (ANU) - Dayton Campus</b> 1837 Woodman Center Dr. Dayton, OH 45420	Contact: Lindsay Hart Phone: (937) 299-9450	<a href="mailto:lghart@an.edu">lghart@an.edu</a>	0	No
2	<b>Cedarville University</b> 251 N Main Street Cedarville, OH 45314	Lew Gibbs Career Services Director	<a href="mailto:career@cedarville.edu">career@cedarville.edu</a>	0	Yes
3	<b>Central Sate University</b> 840 Germantown Street Dayton, OH 45402	Les Devond Placement Director	<a href="mailto:ldevond@centralstate.edu">ldevond@centralstate.edu</a>	0	No
4	<b>Day-Vest</b> 1133 S Edwin C Moses Blvd Dayton, OH 45417	David Harlow Executive Director	<a href="mailto:Day-VEST@lycos.com">Day-VEST@lycos.com</a>	0	No
5	<b>DeVry Institute of Tech</b> 1350 Alum Creek Drive Columbus, Oh 43209	Beth Robinson Career Services Department	<a href="mailto:mrobinson6@devry.edu">mrobinson6@devry.edu</a>	0	Yes
6	<b>Howard University</b> 2400 Sixth St NW Washington, D.C. 20059	Career Planning Department Dr. Joan Browne Director	<a href="mailto:huocreruit@gmail.com">huocreruit@gmail.com</a>  <a href="https://howard-csm.symplicity.com/employers/">https://howard-csm.symplicity.com/employers/</a>	0	No
7	<b>International College of Broadcasting</b> 6 S Smithville Rd Dayton, OH 45431	Kenny Pyles Career Services	<a href="mailto:swackkid@yahoo.com">swackkid@yahoo.com</a>	0	No
8	<b>Jewish Vocational Services</b> 4021 Harrison Avenue Cincinnati, OH 45211	Kim Slaton Placement Director	<a href="mailto:kslaton@jvscinti.org">kslaton@jvscinti.org</a>	0	No
9	<b>Kent State University</b> 104 E Kent, OH 44242	Robin Piatt Career Services	<a href="mailto:cscjobs@kent.edu">cscjobs@kent.edu</a>	0	No

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10	<b>Miami Jacobs Career College</b> 401 East Third Street Dayton, OH 45402	Charles (Chuck) Wray Career Services (937) 668-0233	<a href="mailto:charles.wray@miamijacobs.edu">charles.wray@miamijacobs.edu</a>	0	Yes
11	<b>New Horizons Computer Learning Center</b> 24 Albion Rd., Suite 230 Lincoln, RI 02865	Nicholas Azzarone (401) 633-3208	<a href="mailto:nick.azzarone@nhls.com">nick.azzarone@nhls.com</a>	0	Yes
12	<b>Ohio Center for Broadcasting</b> 6703 Madison Rd. Cincinnati, OH 45227	Gary James Placement Director	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	0	No
13	<b>OhioMeansJobs   Montgomery County</b> 1111 S Edwin C Moses Blvd Dayton, OH 45409	Mary Jane Applin Recruiter (937) 225-5208	<a href="mailto:Mary.Applin@jfs.ohio.gov">Mary.Applin@jfs.ohio.gov</a>  <a href="http://ohiomeansjobs.com/montgomery">ohiomeansjobs.com/montgomery</a>	0	Yes
14	<b>Sinclair Community College</b> 444 West Third Street Dayton, OH 45402	Margaret Bailey Student & Community Engagement	<a href="mailto:studentandcommunity@sinclair.edu">studentandcommunity@sinclair.edu</a>	0	Yes
15	<b>Wilberforce University</b> 1055 N Bickett Rd. Xenia, OH 45384	Hila Williams Director of Professional Services	<a href="mailto:hwilliams@wilberforce.edu">hwilliams@wilberforce.edu</a>	0	No
16	<b>Wittenburg University</b> 200 W. Ward Street Springfield, OH 45505	Teresa Cantrell Career Services	<a href="mailto:careers@wittenberg.edu">careers@wittenberg.edu</a>	0	Yes
17	<b>Wright State University</b> 3460 Colonel Glenn Highway Dayton, OH 45435	Cheryl Krueger Career Services Director	<a href="mailto:cheryl.krueger@wright.edu">cheryl.krueger@wright.edu</a>	0	No
18	<b>University of Dayton</b> 300 College Park Dayton, OH 45469	Theresa Withrow Irene Dickey	<a href="mailto:twithrow1@udayton.edu">twithrow1@udayton.edu</a> <a href="mailto:ldickey1@udayton.edu">ldickey1@udayton.edu</a>	0	No
	444 West Third Street, Dayton, OH, 45402				
19	<b>Cox Media Group Career Website</b>	Company Internet Posting		50	No
	Internet/Intranet - <a href="http://www.jobs.coxmediagroup.com">www.jobs.coxmediagroup.com</a>				
20	<b>CareerLink</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	No
	Internet/Intranet - <a href="http://www.careerlink.com">www.careerlink.com</a>				

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21	<b>Glassdoor.com</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	No
	Internet/Intranet - www.glassdoor.com				
22	<b>Indeed.com</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		37	No
	Internet/Intranet - www.indeed.com				
23	<b>DiversityInc.com</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	No
	Internet/Intranet - www.diversityinc.com				
24	<b>Simplyhired.com</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	No
	Internet/Intranet - www.simplyhired.com				
25	<b>Beyond</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		2	No
	Internet/Intranet - www.beyond.com				
26	<b>Monster</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	No
	Internet/Intranet - www.monster.com				
27	<b>Recruit Military</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	No
28	<b>America's Job Exchange (May 2016 - on-going)</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, Local Worker Review		0	No
	Internet/Intranet - www.americasjobexchange.com				
29	<b>Employee Referrals</b>	Referrals from current Employees		23	No
30	<b>Former Employee</b>	Referral from former Employee		1	No

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Other Sources					
1	<b>Agency - ZeroChaos/WorkForce Logic</b> Internet/Intranet - www.zerochaos.com 420 S. Orange Ave. Suite 600, Orlando, FL 32801	Contingent Labor Management Partner Phone: (407) 770-6161		0	No
2	<b>Agency - Talent Dynamics</b> Internet/Intranet - www.talentedynamics.com 600 E. Las Colinas Blvd. Suite 100, Irving, TX 75039	Placement Agency Phone: (214) 640-3139		0	No
3	<b>Dice</b> Internet/Intranet - www.dice.com	Internet Posting		0	No
4	<b>Careerbuilder</b> Internet/Intranet - www.careerbuilder.com	Internet Posting		1	No
5	<b>LinkedIn</b> Internet/Intranet - www.linkedin.com	Internet Posting		15	No
6	<b>Howard University</b> Internet/Intranet - www.howard-csm.symplicity.com/employers	Internet Posting		0	No
7	<b>Kent State University</b> Internet/Intranet - www.kent.edu/career	Internet Posting		0	No
8	<b>TAOnline</b> Internet/Intranet - www.taonline.com	Internet Posting September 2016 - November 2016		0	No
9	<b>Agency - Manpower</b>	Placement Agency		1	No
10	<b>Facebook</b>	Social Network		1	No
11	<b>Investigative Reporters &amp; Editors</b> Internet/Intranet - www.ire.org	Internet Posting		1	No
12	<b>Directly Sourced by Recruiter</b>	Cox Recruiter		7	No

## LONG-TERM RECRUITMENT INITIATIVES

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EEO Public File Report Part 2

**June 1, 2016 - May 31, 2017**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	June 7, 2016	Math for Grown Ups	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Darryl Meier
2	July 8, 2016	International School of Broadcasting Class	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Darryl Meier
3	July 15, 2016	Tour for Montgomery County Disability	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Nancy Wilson & Kyleigh Mazer
4	July 20, 2016	Tour for Leadership Troy	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Steve Baker
5	August 26, 2016	Media Communications Class Presentation	Pontiz Career Technology Center School	Walked the students through their career path and average day as an Anchor/Reporter at WHIO. She took questions from the class about her job and careers in media communications.	Kate Bartley
6	September 20, 2016	Ponitz Career Technology Center Interview Project	Student TV Project	A student from Ponitz interviewed Rachel about the specifics of her job, the challenges she faces, along with the rewards.	Rachel Murray
7	September 26, 2016	Speaking Engagement	Fairmont High School Media Class	Spoke with students about his broadcasting career and working with Cox Media Group Ohio.	Larry Hansgen
8	September 29, 2016	Tour for Greene County Career Center	Tour of Media Center	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Anthony Shoemaker & Amy Phelps

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9	October 7, 2016	University of Cincinnati Interview Project	Student TV Project	A student from Ponitz interviewed Rachel about the specifics of her job, the challenges she faces, along with the rewards.	Rachel Murray
	October 11, 2016	"A Day In the Life"	Hosted 30 college students and faculty from 5 local colleges and universities to include job shadowing, presentations, etc.	Students and faculty from locally colleges and universities were provided with a tour of the station and had the opportunity to job shadow. The students	Various Managers
10	October 11, 2016	Hosted Central State University (CSU) Class	CSU Research Class Students	Taught students about broadcast research and discussed career opportunities.	Fantine Kerckaert
11	October 12, 2016	Tour for Brownie Troop	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Emily Naff
12	October 17, 2016	Speaker at Fairmont High School	TV/Radio/Digital Media Class	Discussed his job and how we do media at CMG Ohio with multiple platforms.	John Bedell
13	October 26, 2016	Speaker for Greenmont Elementary School	Spoke with 2nd Grade Class	Spoke with students about the weather.	Eric Elwell
14	November 23, 2016	Job Shadow with Internal Employee	Job Shadow	Discussed different positions the employee could transition into from radio to TV. Employee was also able to practice using the teleprompter.	Letitia Perry
15	January 27, 2017	Five Points Elementary School	Career Day	Spoke with a group of 5th grade students about careers in the media industry.	Kirstie Zontini
16	January 30, 2017	Ohio Northern University Career Fair	Career Fair	Met with alumni and current students to discuss job opportunities and collected resumes.	Michael Webb
17	February 3, 2017	Meadowdale Elementary	Career Day	Spoke to students about careers in weather	Kirstie Zontini
18	February 7, 2017	ABLE Homeschool Student Trou	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Amy Phelps
19	February 15, 2017	Wilberforce University	Media Boot camp	Presented to students about careers in digital media	Q McElroy

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20	February 1, 2017	Miami University Career Fair	Career Fair	Met with alumni and current students to discuss job opportunities and collected resumes.	Michael Webb
21	February 24, 2017	Carroll High School	Job Shadow	A student job shadowed Cheryl McHenry and received a behind the scenes tour of the newsroom.	Cheryl McHenry
22	February 27, 2017	University of Dayton	Career Fair	Met with alumni and current students to discuss job opportunities and collected resumes.	Michael Webb
23	March 9, 2017	Intl. college of Broadcasting	Media center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	Shawn McIntyre
24	March 10, 2017	Willoughby Eastlake Northern career Institute	Career Day	Discussed careers in media and weather with students	
25	March 14, 2017	Wilberforce University	Career Fair	Met with alumni and current students to discuss job opportunities and collected resumes.	Michael Webb
26	March 15, 2017	Wittenberg University	Career Fair	Met with alumni and current students to discuss job opportunities and collected resumes.	Michael Webb
27	March 22, 2017	University of Dayton	Spoke with students regarding interviewing techniques, job fair presentation, resume preparation and early employment.	General Outreach	
28	March 23, 2017	Primrose School	Provided tour for 13 students of the media center.	Media Center Tour	Brett Collar
29	March 23, 2017	Fairbrook Elementary	Spoke with students, listened to student presentations on changing seasons, and taught students more on weather.	General Outreach	Brett Collar
30	March 25, 2017	Beavercreek Rotary	Discussed job duties, Dayton climate and the coming Solar Eclipse.	General Outreach	Eric Elwell
31	March 29, 2017	Primrose School of Centerville	Spoke with students who were studying "Signs of Spring" and "Wind, Weather, and Clouds".	General Outreach	Brett Collar
32	March 30, 2017	Primrose School	Provided tour for 11 students of the media center.	Media Center Tour	Kirstie Zontini

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33	March 31, 2017	Carroll High School	Gave a media center tour to a group of 23 students.	Media Center Tour	CMGO Ambassador
34	April 4, 2017	Mayfield Elementary	Spoke with students on job duties and weather.	General Outreach	Eric Elwell
35	April 12, 2017	Meadowdale Elementary	Gave a tour to 15 students of the media center and studios.	Media Center Tour	Kirstie Zontini
36	April 17, 2017	Beavercreek Rotary Club	Discussed job duties and weather.	General Outreach	Eric Elwell
37	April 20, 2017	Louise Troy Elementary	Students finished a mini weather investigation. Spoke on weather and TV.	General Outreach	Brett Collar
38	April 21, 2017	Meadowdale Elementary	Spoke to students about meteorology and weather.	General Outreach	Kirstie Zontini
39	April 25, 2017	Wittenberg University	Tour of the media center to 10 students.	Media Center Tour	CMGO Ambassador
40	April 27, 2017	Tippecanoe High School	Attended annual senior girl's tea and gave career advice. The event is an opportunity for mothers and daughters to celebrate the young ladies' transition into adulthood.	General Outreach	Rachel Murray
41	April 27, 2017	Wilberforce University Career Advisory Board	Advise University on best practices in dealing with the employer community.	Provided guidance based on past experiences.	Michael Webb
42	April 29, 2017	Beavercreek Women's League	Annual Scholarship Luncheon. Proceeds from the event support scholarships that will be awarded to graduating female seniors in the Beavercreek High School Class of 2017 and adult Greene County women in transition who are returning to school to further their education.	General Outreach	Gabrielle Enright
43	April 30, 2017	Fairmont High School	Helped kick off and present awards and prizes at the Fort 5K. It raises money for Fairmont Athletic Boosters and gives scholarships to student athletes.	General Outreach	Cheryl McHenry
44	May 4, 2017	Graham Elementary School	Spoke to students about meteorology and weather.	General Outreach	Kirstie Zontini
45	Ongoing	Internship Program	The internship program is designed to provide hands-on experience that will be mutually beneficial for both the intern and the organization.	The internship position is designed to challenge students and provide them with practical experience in Sales, Content, News/reporting and marketing in the media industry.	Various Managers

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46	Ongoing	Employee Training	Opportunities are available for employees to improve their job knowledge and personal growth.	CMGO offers diversity, self-development and departmental/equipment specific training through classroom and virtual training through CMG University. Additionally, Cox Corporate provides diversity and leadership courses for all employees.	Human Resources
47	Ongoing	Job Shadowing	Job Shadowing is offered to students who are working towards a profession in the Media Industry.	The job shadowing experience provides students with real live observation of daily work being performed.	Various Managers
48	June, 2016	Montgomery County Youth Works Program	Provide high school graduating seniors (interns) with on the job training as well as assignments working in Sales, Content, Marketing and Engineering.	The internship experience provided the students with real observation and training of work being performed.	Various Managers
49	Ongoing	Cox Media Group Leadership Program (CMGLP)	A leadership development program designed specifically for CMG middle managers (primarily focused on managers of managers)	Increase capabilities, close skill gaps, accelerate leaders readiness to lead effectively in the workplace of tomorrow and strengthen talent pipeline.	Q. McElroy & Chip Beale
50	August 1, 2016	Leadership Dayton	Leadership Dayton is a premier leadership development program designed to identify, educate and motivate a network of community leaders and increase their capacity to serve the Dayton region. Participants live, work and serve in a number of counties including: Butler, Clark, Darke, Miami, Montgomery, Preble, Shelby and Warren.	Participants meet with others in the group monthly for 10 months	John Condit